

Opening

Department / Location: Human Resources / Goodyear, AZ Distribution Center

Reports To: Director, DC Human Resources

Directs the human resource function for the Goodyear Distribution Center to include oversight of employee relations, staffing, benefits administration and safety. Primary responsibilities include the development of proactive employee relations practices and management of employee relations issues. This incumbent will be responsible for developing an internal communication strategy designed to promote positive employee relations and to ensure that company messaging is delivered appropriately.

Description

Essential Functions:

- Functions as a strategic business partner to ensure that HR strategies are aligned to support the business goals of the Distribution Center.
- Leads HR planning and recruiting for all management and hourly positions. This includes the ability to coordinate mass hiring as necessary. This incumbent must also work with the management team to develop seasonal and ongoing hiring plans based on budget and flow projections.
- Manages an ongoing employee relations strategy that includes:
 - Ensuring that associate coaching and counseling takes place in accordance with established policies and procedures
 - Partnering with line management to address performance-related issues
 - Developing and maintaining a union avoidance strategy to be used by the management team
 - Working with the management team to develop strategies designed to minimize turnover
- Coordinates training initiatives as needed
- Executes a safety strategy to include minimizing injuries and increasing safety awareness

Additional Requirements

Supervisory Responsibilities

- Staff of 2 associates assigned to various administrative HR roles

Skills/Competencies:

- Excellent client management skills
- Strong business acumen
- Excellent written and oral communication skills
- Excellent organizational skills
- Excellent interpersonal skills
- Strong planning, decision-making and negotiating skills
- PC proficiency in MS Office

Experience:

- Minimum of 5 years of HR experience in a distribution center/manufacturing environment
- Prior HR generalist experience with significant employee relations experience is required

Minimum Education:

- Bachelor's degree preferably in Human Resources Management or related field

- Human Resources Certification is preferred

Closing

Dick's Sporting Goods, Inc. is an authentic full-line sporting goods retailer offering a broad assortment of brand name sporting goods equipment, apparel, and footwear in a specialty store environment. As of January, 2011, the Company operated 480 Dick's Sporting Goods stores in 43 states primarily throughout the eastern half of the U.S. The Company also owns Golf Galaxy, Inc., a multi-channel golf specialty retailer, and e-commerce websites and catalog operations.